(i) Microplanning through a process of community participation and effective decentralisation of educational management to the village level;

(ii) Shifting the emphasis on retention and attainments and devising programme to ensure that the Minimum Levels of Learning are achieved by all children completing a stage of education;

(iii) Expansion of facilities and improvement of primary and upper primary schools by expanding the scope of Operation Blackboard;

(iv) Diversification and improvement of programme of non-formal education for children who remain outside the formal school system;

(v) Strengthening of preschool components of Early Childhood Care and Education; and

(vi) Improving and expanding programmes for teacher education by providing network of centres for in-service and continuing education of school teachers.

**Promotion of Non-Teaching Staff of KVS**

5117. SHRI J. S. RAJU :
SHRI MISA R. GANESAN :

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) what are the details of provisions that govern promotion of non-teaching staff posted in Headquarters and Regional Offices of Kendriya Vidyalaya Sangathan;

(b) whether any adhoc promotee can be reverted to a lower post after six years, and

(c) if so, the reasons and justification thereof ?

THE DEPUTY MINISTER IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (DEPARTMENT OF EDUCATION AND DEPARTMENT OF CULTURE) (KUMARI SELJA) : (a) Non-teaching posts are filled up by Direct Recruitment or through departmental promotion/examination as prescribed in the Recruitment Rules.

(b) and (c) According to information furnished by Kendriya Vidyalaya Sangathan, instructions issued by the Department of Personnel & Training are followed in all matters of personnel administration by the Sangathan. These instructions inter-alia provide that all adhoc appointees have to be replaced by regular incumbents at the earliest opportunity.

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**Duties of Group-D employees of KVS**

5118. SHRI J. S. RAJU :
SHRI MISA R. GANESAN :

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state :

(a) whether Group 'D' employees of Kendriya Vidyalya and Kendriya Vidyalaya Sangathan's Head office and Regional offices are recruited as chowkidars, Malis, Sweepers :

(b) if so, what are the details of the duty and duty hours for each of these sub-categories of Group 'D' employees; and

(c) whether their duties are interchangeable ?

THE DEPUTY MINISTER IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (DEPARTMENT OF EDUCATION AND DEPARTMENT OF CULTURE) (KUMARI SELJA) : (a) to (c) Kendriya Vidyalaya Sangathan has stated that the Staffing pattern in respect of Group 'D' employees for Kendriya Vidyalaya Sangathan Headquarters and Regional Offices differ from that of the Vidyalayas. In Kendriya Vidyalayas, all Group 'D' employees can be assigned any duty except that of safaiwala. The Group 'D' employees of Kendriya Vidyalaya Sangathan perform 40 hours duty per week except chowkidars who perform the duty from the closing